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SURVEY OF TERMINEES FROM OUT-OF-SCHOOL NYC PROJECTS. SUMMARY.

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PERSONAL INTERVIEWS OF 1,416 NEIGHBORHOOD YOUTH CORPS (NYC) ENROLLEES WHO TERMINATED FROM 50 RANDOMLY SELECTED OUT-OF-SCHOOL PROJECTS BETWEEN JANUARY 1, 1966, AND SEPTEMBER 30, 1966, AND SECONDARY SOURCE DATA ON AN ADDITIONAL 572 TERMINEES PROVIDED INFORMATION ON EDUCATIONAL AND WORK EXPERIENCES. MAJOR FINDINGS WERE--(1) NEARLY 60 PERCENT OF THE 1,988 TERMINEES HAD BEEN EMPLOYED FOR SOME PERIOD OF TIME SINCE THEIR TERMINATION FROM NYC, (2) OF THOSE WHO WORKED, 70 PERCENT OF THE MALES AND 60 PERCENT OF THE FEMALES HAD BEEN EMPLOYED FOR MORE THAN ONE-HALF OF THE TIME SINCE TERMINATION, (3) NEARLY 25 PERCENT OF ALL TERMINEES HAD SOME SCHOOLING AFTER LEAVING NYC, (4) EIGHTY PERCENT REPORTED THAT THEY LIKED THE TYPE OF WORK THEY WERE DOING, AND (5) ABOUT 90 PERCENT EXPRESSED SATISFACTION WITH THEIR WORK EXPERIENCE IN NYC. (FS)

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SURVEY OF TERMINEES FROM OUT-OF-SCHOOL NYC PROJECTS

BY

DUNLAP AND ASSOCIATES, INC.

MAY, 1967

SUMMARY

Prepared for:

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Introduction

The Neighborhood Youth Corps contracted with Dunlap and Associates, Inc., a private consulting firm, to conduct a study to determine the educational and work experiences of enrollees who terminated from NYC out-of-school projects during the period January 1, 1966 through September 30, 1966. The basic objective was to determine the extent to which former out-of-school enrollees are successful in obtaining and holding gainful employment or subsequently engaged in skills training or educational pursuits than can be expected to further enhance their preparation for gainful employment.

Fifty out-of-school projects, including both rural and urban sites, were randomly selected to participate in the study. Dunlap personnel visited each of these projects and randomly selected a "quota" of terminees from each project (based on rural/urban location, geographic region, and median enrollment), for a total of approximately two thousand youth.

Over 70 percent (1,416) of the terminees were personally interviewed. Secondary source data were obtained for the other 572 from relatives, friends, and employers. Secondary source data were validated for accuracy.

Major Findings

1. Nearly 60 percent of the 1,988 terminees in the survey had been employed for some period of time since their termination from NYC.

2. Of those who worked, 70 percent of the males and 60 percent of the females were employed for more than one-half of the time since termination.

3. Nearly 25 percent of all terminees had some schooling since leaving NYC.

4. Eighty percent of the youngsters reported that they liked the type of work they were doing at the time of interview.

5. About 90 percent of the youth expressed satisfaction with their work experience in NYC.

Review of Major Items

Major Experiences Since NYC

Nearly 60 percent of the 1,988 terminees in the survey had been employed for some period of time since their termination from NYC. Only half of the females had been employed, while two-thirds of the males were in this group. The next largest involvement in activity was that of "looking for

work," in which a total of nearly 39 percent of all terminees were reportedly engaged. Other activities in which 10 percent or more of the terminees had been involved included: not working - not looking -- 20 percent; part-time work -- 18 percent; full-time school -- 15 percent; and housewife or pregnancy -- 15 percent.

Employment and Training Experiences

Activities which are included under employment experiences are: full-time work, part-time work, Armed Forces, Job Corps, MDTA institutional training, MDTA on-the-job training, registered apprenticeship programs, and Community Action Agency training programs.

Over 70 percent of the terminees sampled were involved in one or more of the activities listed above, since their termination from the program (See Table 1). Four-fifths of the males in both rural and urban areas had been employed, but only three-fifths of the females engaged in these activities - two-thirds of the urban females and one-half of the rural females.

Two-thirds of the terminees who had been employed worked for 50 percent or more of the time since leaving NYC. Not only had there been a higher ratio of males involved in work, but also their relative proportion of time out devoted to work was greater than for females. Of those who worked, 70 percent of the males and 60 percent of the females were employed for more than 50 percent of the time since termination. More white youngsters than non-white ones had been employed (74 percent and 68 percent respectively), and they also tended to work for more of the time they were out of NYC - 72 percent worked for more than half the time since termination, versus 60 percent for the non-white youth (See Table 2).

The investment that NYC has made in these youth is already reaping a financial return: Nearly 60 percent of those who worked since termination have remained in only one job. In addition, 27 percent have held only two jobs. The average length of time in present occupations is six months. For those who have held more than one job, the average length of time the job was held was three months, and the main reason for leaving was that the job was limited or temporary.

School Experiences

Activities included under school experiences are full-time and part-time school of any type.

Nearly 25 percent of all terminees have had some schooling since leaving NYC (See Table 3), with the frequency one and one-half times greater for urban than for rural youth (26 percent and 17 percent, respectively). Approximately equal percentages of males and females were involved in

schooling, with little differences between the proportion of their time out spent in this activity. About six percent more non-whites than whites were engaged in schooling activities (25 percent and 19 percent, respectively) - equal to the differences between the ratios of these groups ever employed during the time out of NYC (See Table 4). About 60 percent of both the white and the non-white youth involved in school activities spent more than half the time out since termination in these activities.

Activity Change Over Time (Trend Analysis)

The most common activities that the 1,988 terminees in the sample were engaged in during the first week that they left NYC were: full-time work - 29 percent; looking for work - 20 percent; not working - not looking - 12 percent; full-time school - five percent; and part-time work - five percent. Housewife or pregnancy accounted for nine percent. These activities accounted for 80 percent of the terminees.

A great deal of stability existed among activities for the first four weeks out of NYC. With the exception of the activity "not working - not looking," at least 80 percent of all terminees were in the same activity at four weeks as when they first left the program. Of the 22 percent who left the activity "not working - not looking," seven percent went to full-time schooling, seven percent to full-time work, and the remaining eight percent to other activities. Another analysis used the 4th week as a base period and subsequent time periods of the 13th and 20th weeks since termination from NYC The stability of full-time employment is indicated by the low attrition of 19 percent at the 13th week and 27 percent at the 20th week. The number of terminees engaged in part-time work on the other hand changed markedly from the 4th to the 13th week (a change of 33 percent), and even more striking by the 20th week, at which time only 55 percent of the base group (i.e., 4 weeks) were still in that activity. Among the 45 percent who switched from part-time jobs at the 20th week, 19 percent obtained full-time employment, and another nine percent were seeking other employment. Of those "looking for work" at the 4th week, 27 percent had found it by the 13th week and 32 percent got a full-time job by the 20th week. Among all activity changes, it is interesting to note the relatively high movement to full-time work, full-time school, and "looking for work."

A trend analysis was performed on a reduced sample of 1,035 terminees who had been out of the program for a minimum of 40 weeks at the time they were interviewed. This analysis for the 40-week terminees used the 4th week as a base and subsequent time period of 13, 20, 30, and 40 weeks since NYC. Beginning with the 13th week, there was a marked increase in the number of terminees who left full-time work activities - 18 percent at the 13th week with a gradual increase to 39 percent by the 40th week. Most of

those who left full-time work went to "looking for work," "not working - not looking," and "housewife or pregnancy." Part-time work suffered considerable attrition from the 13th week to the 40th week, with only 69 percent remaining at the 40th week. However, substantial numbers who left part-time jobs entered full-time work, and others were "looking for work," probably full-time jobs. Of those "looking for work" at the 4th week, over 40 percent had found it by the 30th week. Those in schooling activities seemed to switch considerably as time out of NYC increased, with the major change to full-time work.

For those terminees who were not employed at the time of interview, an attempt was made to learn whether they had any plans for employment. Less than seven percent answered "yes," and the others answered "no" or furnished no information.

Opinions About Present Employment

In order to obtain some indication of how successful terminees felt they have been in gaining useful employment, they were asked a series of questions designed to determine how satisfied they were with their present jobs. Specifically, they were asked if they liked the type of work, if they were satisfied with the pay, if they liked the hours of work, if they felt they had a chance for advancement, if they felt they were learning useful skills, and if they would like to be doing the same type of work in about five years.

Eighty percent of the terminees reported that they liked the type of work they were doing. White youngsters appeared to be more satisfied than non-whites - 87 percent versus 76 percent, respectively. Thirty-five percent of the non-white youth were currently employed in service occupations (vs. 26 percent of the white youth), 23 percent in clerical and sales occupations (vs. 19 percent), and 7 percent in machine trades and bench work occupations (vs. 16 percent of the white terminees). With regard to pay, approximately two-thirds of the terminees reported being satisfied, again with a higher ratio of white youth (77 percent) than non-whites (62 percent)

The average hourly rate reported by all primary interviewees on present jobs was $1.55. With regard to hours of work approximately four-fifths of the sample indicated that they were satisfied. There were no differences among the subgroups on this variable. Primary interviewees averaged 38 hours of work per week. Approximately three-fifths of the terminees felt that they have a chance for advancement in their present jobs, and 70 percent thought that they were learning useful skills in their present occupations.

In the last item in this series of questions on job satisfaction, terminees were asked to indicate whether their current work is what they would like to be doing in about five years from now. Responses to this question were: "yes, exactly," "yes, generally," "no," and "don't know." Approximately two-fifths of the sample reported "yes, exactly" or "yes, generally" (13 percent and 26 percent, respectively), and half felt that the work was not what they would like to be doing in about five years.

Opinions About NYC Experience

Questions in this section of the questionnaire were directed toward obtaining the terminees' opinions on various aspects of their experience with NYC. Included were his reasons for enrolling, the degree to which his expectations were fulfilled, the things he liked about NYC, the things he felt could be improved, his overall satisfaction with the experience, and something of his expectations for the future. These data are pertinent only to primary interviewees, since no opinion information was obtained on these matters unless the individual terminee was interviewed directly.

For the entire sample, about 90 percent of the youth expressed satisfaction with their work experience in NYC. Satisfaction was somewhat greater for females than for males and for urban terminees than for their rural counterparts. "Very satisfied" responses ranged from 23 and 26 percent of the rural and urban male samples to 40 and 46 percent for the rural and urban females, respectively. Differences between white and non-white respondents were insignificant.

When asked why they joined NYC, about 37 percent answered "a job" or some equivalent statement, about 19 percent each cited "money" and "training benefits." Over 10 percent mentioned "work experience," while six percent referred to "education benefits," and five percent felt that it was "something to do." About 49 percent of the sample said they had gotten more than they expected from the program, and 35 percent had received about what they wanted, when asked how the program had lived up to their expectations and reasons for enrolling. The most liked aspects of NYC were the work assignments or working conditions. These were cited by about 29 percent of the sample, both rural and urban, male and female. The educational and training benefits of NYC were most liked by about 30 percent of the females and 22 percent of the males interviewed. About 10 percent each cited their co-workers and the NYC staff as the aspect of NYC they had liked the most, and over six percent mentioned pay as the most liked feature of NYC.

About 15 percent of those interviewed had no suggestions for improvements to NYC, while another 12 percent felt that no changes were desirable. The most frequently recommended change was an increase in the number of hours of work or in the amount of money available to enrollees (about 31 percent). The type of work experience was the next most frequently recommended improvement for NYC. Nearly 17 percent of the interviewees mentioned this, about equally split between "more and/or varied work experience" and "more desirable jobs/working conditions." Supportive services got their share of recommended changes. About 15 percent of the males and 11 percent of the females expressed a desire for "more education/training." Another four percent of the males and six percent of the females suggested "more guidance/counseling." Only about 1.5 percent of the sample felt that there was too much emphasis on these supportive services. About seven percent of the terminees felt that there should be "more/better permanent job placement" and another six percent considered a "longer program period" a substantial way in which NYC could be improved.

Respondents were asked whether their NYC experience was viewed as improving their chances for employment regardless of their actual work experience. Options were: "helped a lot," "helped some," and "no help." For the whole sample, over three-fourths of the youth felt that their NYC work experience had "helped a lot" or "helped some" their chances for employment. More of the females (35 percent) than the males (23 percent) answered "helped a lot." Differences between rural and urban groups and whites and nonwhites were only slight.

In an attempt to determine their long-range goals, terminees were asked to indicate what occupation they would like to have, say, five years from now. Occupational aspirations of the terminees were translated into codes by use of the Dictionary of Occupational Titles. Over three-quarters of the terminees' aspirations were in the following five DOT categories: professional, technical, and managerial (26 percent); clerical and sales (25 percent); service (nine percent); machine trades (eight percent); and structural (eight percent). Females, in general, expressed a higher interest than males in professional occupations, and nonwhites had a higher interest in both professional and clerical and sales occupations than white youth.

Table 1
Percentage of terminees employed since leaving NYC, and the percentage of time out they have been employed. Included are the following activities: full-time work, part-time work, Armed Forces, Job Corps, MDTA institutional training, MDTA on-the-job training, registered apprenticeship programs, and CAA training programs.

	Percent of Responses								
	Rural			Urban			Total	Total	Grand
	Male	Female	Total	Male	Female	Total	Male	Female	Total
N =	229	155	384	801	803	1,604	1,030	958	1,988
Percent of Time Employed since termination from NYC:									
1-24	10.04	13.54	11.45	11.73	12.07	11.90	11.35	12.31	11.82
25-49	13.53	10.32	12.23	12.85	12.07	12.46	13.00	11.79	12.42
50-74	10.48	8.38	9.63	16.22	12.07	14.15	14.95	11.48	13.27
75-100	49.34	17.41	36.45	39.57	26.52	33.04	41.74	25.05	33.70
No employment since time out	16.59	50.32	30.20	19.60	37.23	28.42	18.93	39.35	28.77

Table 2
Percentage of terminees employed since leaving NYC, and the percentage of time out they have been employed. Included are the following activities: full-time work, part-time work, Armed Forces, Job Corps, MDTA institutional training, MDTA on-the-job training, registered apprenticeship programs, and CAA training programs.

	Percent of Responses				
	Race				
	White	Non-white	Other	No Answer	Total
N =	579	1,110	66	233	1,988
Percent of Time Employed since termination from NYC:					
1-24	8.46	14.14	10.60	9.44	11.82
25-49	12.60	13.06	9.09	9.87	12.42
50-74	11.91	12.88	24.24	15.45	13.27
75-100	41.27	28.19	36.36	40.34	33.70
No employment since time out	25.73	31.71	19.69	24.89	28.77

Table 3
Percentage of terminees who have had schooling since leaving NYC, and the percentage of time out spent in school. Activities included are: full-time school, and part-time school.

	Percent of Responses								
	Rural			Urban			Total Male	Total Female	Grand Total
	Male	Female	Total	Male	Female	Total			
N =	229	155	384	801	803	1,604	1,030	958	1,988
Percent of Time in School since termination from NYC:									
1-24	3.93	4.51	4.16	5.24	5.97	5.61	4.95	5.74	5.33
25-49	2.62	1.29	2.08	3.49	6.22	4.86	3.30	5.42	4.32
50-74	4.80	5.80	5.20	3.87	3.48	3.67	4.07	3.86	3.97
75-100	5.67	4.51	5.20	10.86	9.83	10.34	9.70	8.97	9.35
No schooling since NYC	82.96	83.87	83.33	76.52	74.47	75.49	77.96	75.99	77.01

Table 4
Percentage of terminees who have had schooling since leaving NYC, and the percentage of time out spent in school. Activities included are: full-time school, and part-time school.

	Percent of Responses				
	White	Non-white Race			
	White	Non-white	Other	No Answer	Total
N =	579	1,110	66	233	1,988
Percent of Time in School since termination from NYC:					
1-24	4.49	4.95	4.54	9.44	5.33
25-49	3.10	4.77	3.03	5.57	4.32
50-74	3.62	4.14	3.03	4.29	3.97
75-100	7.59	11.08	--	8.15	9.35
No schooling since NYC	81.17	75.04	89.39	72.53	77.01